

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
01-CA-296028Date Filed
5/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand Whitney Corp		b. Tel. No. (508) 791-2301
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1 Rand Whitney Way MA Worcester 01608	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@randwhitney.com
		h. Number of workers employed 80
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service cardboard boxes	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Juan Roman Staff Rep
USW

4a. Address (Street and number, city, state, and ZIP code) 9 Industrial Road Ste 104 MA Milford 01757	4b. Tel. No. (508) 482-5555
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. (508) 482-9343
	4e. e-mail juroman@usw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Juan Roman
Staff Rep

(signature of representative or person making charge)

(Print/type name and title or office, if any)

9 Industrial Road Ste 104

Address Milford MA 01757

Date 05/17/2022 03:23:32 PM

Tel. No.
(508) 482-5555Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
(508) 482-9343e-mail
juroman@usw.orgWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	reason for termination; company termination letter	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	any investigation that led to termination	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	policy used for (b) (6) termination	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	witnesses that were questioned	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	written testimony from witnesses	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	personnel list conducting the questioning	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	notes/comments taken by company	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	any other relative information relative to firing	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-186392	Oct 18, 2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Rand-Whitney Newtown		b. Tel. No. 631.247.4710
		c. Cell No.
d. Address (street, city, state, and ZIP code) 1 Edmond Road Newtown CT 08470	e. Employer Representative Mark Reiss, Shareholder 290 Broadhollow Road Suite 305 Melville NY 11747	f. Fax No. 631.794.2364
		g. e-Mail MReiss@littler.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Paperboard products	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
Within the 10(b) period, the above-named Employer, by its officers, agents and representatives, has unlawfully failed to bargain in good faith with the Union where, on May 19, 2016, during effects bargaining over the sale of the Newtown Facility, the Employer reached a verbal agreement with the Union to pay 50% of vacation pay earned in 2014, and the Employer thereafter has unlawfully refused to execute a written agreement embodying the parties' meeting of the minds on this issue.		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC		
4a. Address (street and number, city, state and ZIP code) 60 Boulevard of the Allies Room 807 Pittsburgh, PA 15222		4b. Tel. No. 412.562.2554
		4c. Cell No.
		4d. Fax No. 412/562-2429
		4e. E-Mail: kshaw@usw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Katharine J. Shaw</u> (signature of representative or person making charge)		Tel. No. 412.562.2554
Katharine J. Shaw Assistant General Counsel (Print/type name and title or office, if any)		Office, if any, Cell No.
Date: October 18, 2016		Fax No. 412/562-2429
Address: 60 Boulevard of the Allies, Room 807, Pittsburgh, PA 15222		e-Mail: kshaw@usw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-122822	2/19/2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand-Whitney Containerboard, L.P.		b. Tel. No. (860)848-1900
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338 Montville, CT. 06353	e. Employer Representative (b) (6), (b) (7)(C)	c. Cell No.
		f. Fax No. (860)848-8900
		g. e-Mail
		h. Dispute Location (City and State) Montville, CT
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service liner board	k. Number of workers at dispute location About 75

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced employees in their exercise of their right to join the United Steel Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be futile for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employee a cash payment to abandon (b) (6), Union activity.

On or about (b) (6), (b) (7)(C) 2014, the above-named Employer, by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C) because of (b) (6) activities on behalf of the United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, a labor organization, and in order to discourage its employees from joining or supporting the Union.


3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO	
4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA. 15222 ATT: Mike Higgins	4b. Tel. No. ()
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: 
(signature of representative or person making charge)

Its attorney

Address Thomas W. Meiklejohn
Livingston, Adler, Pulda, Meiklejohn & Adler
557 Prospect Ave., Hartford, CT. 06105

Date

2/14/14

Tel. No.
(860-570-4639)

Office, if any, Cell No.
(860-570-4639)

Fax No.

e-Mail TWMeiklejohn@lapm.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-122822	March 13, 2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand-Whitney Containerboard, L.P.		b. Tel. No. (860)848-1900
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338 Montville, CT. 06353	e. Employer Representative (b) (6), (b) (7)(C)	c. Cell No.
		f. Fax No. (860)848-8900
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service liner board	h. Dispute Location (City and State) Montville, CT
		k. Number of workers at dispute location About 75

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced employees in their exercise of their right to join the United Steel Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be futile for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employee a cash payment to abandon ^{(b) (6)} Union activity.

On or about January 27, 2014, the above-named Employer, by its officers, agents and representatives, issued a written warning to ^{(b) (6)}, ^{(b) (7)(C)} because of ^{(b) (6)} activities on behalf of the United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, a labor organization, in order to discourage its employees from joining or supporting the Union, and because ^{(b) (6)} sought the assistance of the NLRB regarding a pay dispute.

On or about ^{(b) (6)}, ^{(b) (7)(C)}, 2014, the above-named Employer, by its officers, agents and representatives, terminated the employment of ^{(b) (6)}, ^{(b) (7)(C)} because of ^{(b) (6)} activities on behalf of the United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, a labor organization, and in order to discourage its employees from joining or supporting the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO	
4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA. 15222 ATT: Mike Higgins	4b. Tel. No. ()
	4c. Cell No. ^{(b) (6)} , ^{(b) (7)(C)}
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: 
(signature of representative or person making charge)

Its attorney

Address Thomas W. Meiklejohn
Livingston, Adler, Pulda, Meiklejohn & Adler
557 Prospect Ave., Hartford, CT. 06105

Date:
3/13/14

Tel. No.
(860-570-4639)

Office, if any, Cell No.
(860-570-4639)

Fax No.

e-Mail TWMeiklejohn@iapm.org

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-122822	4/17/14

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand-Whitney Containerboard, L.P.		b. Tel. No. (860)848-1900
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338 Montville, CT. 06353	e. Employer Representative (b) (6), (b) (7)(C)	c. Cell No.
		f. Fax No. (860)848-8900
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service liner board	h. Dispute Location (City and State) Montville, CT
		k. Number of workers at dispute location About 75

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced employees in their exercise of their right to join the United Steel Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be futile for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employee a cash payment to abandon (b) (6) Union activity.

On or about (b) (6), (b) (7)(C), 2014, the above-named Employer, by its officers, agents and representatives, issued a written warning to (b) (6), (b) (7)(C), and on or about (b) (6), (b) (7)(C), 2014, suspended (b) (6) employment and, on or about (b) (6), (b) (7)(C), 2014, terminated (b) (6) employment because of (b) (6) activities on behalf of the Union, in order to discourage its employees from joining or supporting the Union, and because (b) (6) sought the assistance of the NLRB regarding a pay dispute, and because (b) (6) filed charges under the Act.

On or about (b) (6), (b) (7)(C), 2014, the above-named Employer, by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C) because of (b) (6) activities on behalf of the Union, and in order to discourage its employees from joining or supporting the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

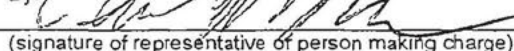
United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO	
4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA. 15222 ATT: Mike Higgins	4b. Tel. No. ()
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By:



(signature of representative of person making charge)
Address Thomas W. Meiklejohn
Livingston, Adler, Pulda, Meiklejohn & Adler
557 Prospect Ave., Hartford, CT. 06105

Its attorney

Date:

4/17/14

Tel. No.
(860-570-4639)

Office, if any, Cell No.
(860-570-4639)

Fax No.

e-Mail TWMeiklejohn@lapm.org

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PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
THIRD AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-122822	May 29, 2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand Whitney Containerboard, L.P.		b. Tel. No. (860)848-1900
		c. Cell No.
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338, Montville, CT 06353	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. (860)848-8900
		g. e-Mail
		h. Dispute Location (City and State) Montville, CT
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service Liner board	k. Number of workers at dispute location 75

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced employees in their exercise of their right to join and support the United Steel Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be futile for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employee a cash payment to abandon Union activity.

On or about (b) (6), (b) (7)(C), 2014, the above-named Employer, by its officers, agents and representatives, issued a written warning to (b) (6), (b) (7)(C) and on or about (b) (6), (b) (7)(C) 2014, suspended (b) (6) employment and, on or about (b) (6), (b) (7)(C), 2014, terminated (b) (6) employment because of (b) (6) activities on behalf of the Union, in order to discourage its employees from joining or supporting the Union, and because (b) (6) sought the assistance of the NLRB regarding a pay dispute, and because (b) (6) filed charges under the Act.

On or about (b) (6), (b) (7)(C), 2014, the above-named Employer, by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C) because of (b) (6) activities on behalf of the Union, and in order to discourage its employees from joining or supporting the Union.

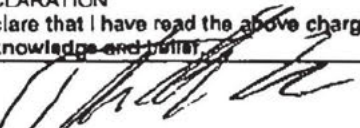
On or about May 27, 2014 and continuing, the above-named Employer, has maintained overly broad rules in its employee handbook that unlawfully restrict employees protected concerted activities under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED-INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO/CLC

4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA 15222 ATT: Mike Higgins	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By: 	Its attorney	Office, if any, Cell No. (b) (6), (b) (7)
(signature of representative or person making charge) Address: Thomas Meiklejohn Livingston, Adler, Pulda, Melklejohn & Adler 557 Prospect Ave., Hartford, CT 06105	Print Name and Title Date: 5/29/14	Fax No. e-Mail TWMeiklejohn@amp.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FOURTH AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-122822	Oct. 22, 2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand Whitney Containerboard, L.P.		b. Tel. No. (860)848-1900
		c. Cell No.
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338, Montville, CT 06353	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. (860)848-8900
		g. e-Mail
		h. Dispute Location (City and State) Montville, CT
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service Liner board	k. Number of workers at dispute location 75

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has restrained and coerced employees in their exercise of their rights to join and support the United Steel, Paper, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, by prohibiting them from distributing Union literature in non-working area.

On or about (b) (6), (b) (7)(C) 2014, the Employer issued a written warning to (b) (6), (b) (7)(C), and on or about (b) (6), (b) (7)(C) 2014, terminated (b) (6) employment because of (b) (6) activities on behalf of the Union, and in order to discourage its employees from engaging in such activities.

Since about May 27, 2014, and continuing, the Employer has maintained overly broad rules in its employee handbook that unlawfully restrict employees protected concerted activities under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

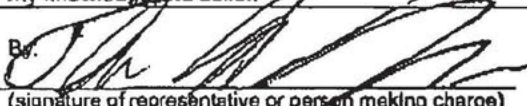
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION (USW), AFL-CIO-CLC

4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA 15222 ATT: Mike Higgins	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By:  (signature of representative or person making charge)	Its attorney	Tel. No. 860-570-4639
Livingston, Adler, Pulda, Meiklejohn & Kelly 557 Prospect Ave., Hartford, CT 06105	Print Name and Title Thomas W. Meiklejohn, Its Attorney Date: October 22, 2014	Office, if any, Cell No. (b) (6), (b) (7)(C)
		Fax No. 860-232-7818
		e-Mail TWMeiklejohn@lapm.org

LLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-122282	2/10/2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rand-Whitney Containerboard, L.P.		b. Tel. No. (860)848-1900
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338 Montville, CT. 06353	e. Employer Representative (b) (6), (b) (7)(C)	c. Cell No.
		f. Fax No. (860)848-8900
		g. e-Mail
		h. Dispute Location (City and State) Montville, CT
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service liner board	k. Number of workers at dispute location About 75

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2014, the above-named Employer, by its officers, agents and representatives, issued a written warning to (b) (6), (b) (7)(C) because of (b) (6) activities on behalf of the United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, a labor organization, in order to discourage its employees from joining or supporting the Union, and because (b) (6) sought the assistance of the NLRB regarding a pay dispute.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO

4a. Address (street and number, city, state, and ZIP code)

Five Gateway Center, 9th Floor, Organizing Department
Pittsburgh, PA. 15222

ATT: Mike Higgins

4b. Tel. No.

()

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(860-570-4639)

By: 

Its attorney

Office, if any, Cell No.
(860-570-4639)

(signature of representative or person making charge)

Fax No.

Address Thomas W. Meiklejohn
Livingston, Adler, Pulda, Meiklejohn & Adler
557 Prospect Ave., Hartford, CT. 06105

Date: 2/7/14

e-Mail TWMeiklejohn@lapm.org

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

2014 FEB 10 PM 3:32
HARTFORD, CONNECTICUT
NLRB, REGION 34

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

RC PETITION

DO NOT WRITE IN THIS SPACE

Case No. 01-RC-169217

Date Filed 02-05-2016

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer Rand Whitney		2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) 207 Greenwood Street, Worcester, MA 01607	
3a. Employer Representative - Name and Title Nick Smith		3b. Address (If same as 2b - state same) Same	
3c. Tel. No. 508-791-2301	3d. Cell No.	3e. Fax No. 508-7921578	3f. E-Mail Address
4a. Type of Establishment (Factory, mine, wholesaler, etc.) warehouse		4b. Principal product or service assembly of shipping containers	
5b. Description of Unit Involved Included: All full-time and regular part-time warehouse workers (i.e. assemblers and mail handlers) as defined in the Act. Excluded: All others as defined in the Act.		5a. City and State where unit is located: Worcester, MA	
		6a. No. of Employees in Unit: 14	
		6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) N/A and Employer declined recognition on or about N/A (Date) (If no reply received, so state).
☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (If none, so state). None		8b. Address	
8c. Tel. No.	8d. Cell No.	8e. Fax No.	8f. E-Mail Address
8g. Affiliation, if any		8h. Date of Recognition or Certification	8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)

9. Is there now a strike or picketing at the Employer's establishment(s) involved? N/A If so, approximately how many employees are participating? _____
(Name of labor organization) _____, has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)
None

10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address
11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.		11a. Election Type: <input type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail	
11b. Election Date(s): as soon as possible	11c. Election Time(s): between 8:00 AM to 4:00 PM	11d. Election Location(s): 207 Greenwood Street, Worcester, MA	
12a. Full Name of Petitioner (Including local name and number) Teamsters Union Local 170		12b. Address (street and number, city, state, and ZIP code) 330 Southwest Cutoff, Suite 201, Worcester, MA 01604	

12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state)
International Brotherhood of Teamsters

12d. Tel. No. 508-799-0551	12e. Cell No.	12f. Fax No. 508-752-9647	12g. E-Mail Address sfoley@teamsters170.com
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13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title Sean M. Foley, Business Agent		13b. Address (street and number, city, state, and ZIP code) 330 Southwest Cutoff, Suite 201, Worcester, MA 01604	
13c. Tel. No. 508-799-0551	13d. Cell No.	13e. Fax No. 508-752-9647	13f. E-Mail Address sfoley@teamsters170.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) Sean M. Foley	Signature <i>Sean M. Foley</i>	Title Business Agent	Date February 2, 2016
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

INTERNET
FORM NLRB-502
(2-08)UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
PETITION

FORM EXEMPT UNDER 44 U.S.C.

DO NOT WRITE IN THIS SPACE

Case No.

Date Filed

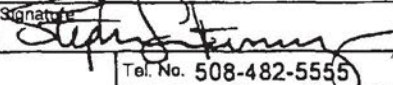
01-RC-114903

10/18/13

INSTRUCTIONS: Submit an original of this Petition to the NLRB Regional Office in the Region in which the employer concerned is located.

The Petitioner alleges that the following circumstances exist and requests that the NLRB proceed under its proper authority pursuant to Section 9 of the NLRA.

1. PURPOSE OF THIS PETITION (If box RC, RM, or RD is checked and a charge under Section 8(b)(7) of the Act has been filed involving the Employer named herein, the statement following the description of the type of petition shall not be deemed made.) (Check One)
- ☒ RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees.
- ☐ RM-REPRESENTATION (EMPLOYER PETITION) - One or more individuals or labor organizations have presented a claim to Petitioner to be recognized as the representative of employees of Petitioner.
- ☐ RD-DECERTIFICATION (REMOVAL OF REPRESENTATIVE) - A substantial number of employees assert that the certified or currently recognized bargaining representative is no longer their representative.
- ☐ UD-WITHDRAWAL OF UNION SHOP AUTHORITY (REMOVAL OF OBLIGATION TO PAY DUES) - Thirty percent (30%) or more of employees in a bargaining unit covered by an agreement between their employer and a labor organization desire that such authority be rescinded.
- ☐ UC-UNIT CLARIFICATION - A labor organization is currently recognized by Employer, but Petitioner seeks clarification of placement of certain employees: (Check one) ☐ In unit not previously certified. ☐ In unit previously certified in Case No. _____
- ☐ AC-AMENDMENT OF CERTIFICATION - Petitioner seeks amendment of certification issued in Case No. _____. Attach statement describing the specific amendment sought.

2. Name of Employer Rand Whitney Containerboard		Employer Representative to contact Harvey Westervelt		Tel. No. (860) 848-1900	
3. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) (Physical address) 303 Route 163, Montville CT 06353 (Post Office Box) P.O. Box 336 Montville, CT 06353				Fax No. (860) 848-8900	
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Manufacturing		4b. Identify principal product or service Recycled Linerboard		Cell No. e-Mail	
5. Unit Involved (In UC petition, describe present bargaining unit and attach description of proposed clarification.) Included All full time and part time production, shipping/receiving, power plant, IT Tech, and maintenance employees, employed at Rand Whitney in their Montville, CT site Excluded All office-clerical employees and guards, quality control, professional employees and supervisors as defined in the Act, and all other employees.				6a. Number of Employees in Unit: Present Approximately 80 Proposed (By UC/AC)	
6b. Is this petition supported by 30% or more of the employees in the unit? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No *Not applicable in RM, UC, and AC					
(If you have checked box RC in 1 above, check and complete EITHER item 7a or 7b, whichever is applicable)					
7a. <input checked="" type="checkbox"/> Request for recognition as Bargaining Representative was made on (Date) 9/30/13 and Employer declined recognition on or about (Date) No Reply (If no reply received, so state).					
7b. <input type="checkbox"/> Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.					
8. Name of Recognized or Certified Bargaining Agent (If none, so state.) NONE				Affiliation	
Address		Tel. No.		Date of Recognition or Certification	
		Cell No.		Fax No. e-Mail	
9. Expiration Date of Current Contract. If any (Month, Day, Year) N/A		10. If you have checked box UD in 1 above, show here the date of execution of agreement granting union shop (Month, Day and Year)			
11a. Is there now a strike or picketing at the Employer's establishment(s) involved? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		11b. If so, approximately how many employees are participating?			
11c. The Employer has been picketed by or on behalf of (Insert Name) _____, a labor organization, of (Insert Address) _____ Since (Month, Day, Year) _____					
12. Organizations or individuals other than Petitioner (and other than those named in items 8 and 11c), which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in unit described in item 5 above. (If none, so state)					
Name		Address		Tel. No. Fax No.	
NONE				Cell No. e-Mail	
13. Full name of party filing petition (If labor organization, give full name, including local name and number) United Steel, paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC, Also Known As USW					
14a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9th Floor, Organizing Department, Pittsburgh PA 15222				14b. Tel. No. EXT 14c. Fax No.	
				14d. Cell No. 14e. e-Mail	
15. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (to be filled in when petition is filed by a labor organization) United Steel, paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC, Also Known As USW					
I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.					
Name (Print) Stephen Finnigan		Signature 		Title (if any) Sub District Director	
Address (street and number, city, state, and ZIP code) 100 Medway Road, Suite 403, Milford, Ma 01757		Tel. No. 508-482-5555		Fax No. 508-482-9343	
		Cell No.		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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